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## ABSTRACT

Data on Pennsylvania higher education faculty for 1983-1984 and previous years are presented. Tables provide the following information for full-time instructional faculty: mean salaries of faculty employed on a nine-month contract by rank and type of institutional control, 1974-1984; fringe benefits of faculty employed on a nine-month contract, 1975-1984; mean salaries of faculty by rank and institutional category, 1974-1984; mean salaries of faculty by contract length and rank by institutional category, 1983-1984; mean salaries of faculty on a 12-month contract by rank and sex by institutional category, 1983-1984; and expenditures for fringe benefits for faculty by length of contract by type of benefit, 1983-1984. The 1983-1984 data indicate that: since 1974, the mean salary for selected faculty ranks on nine-month contracts rose by 80.1 percent; since the 1982-1983 academic year, the mean salary for selected faculty ranks on nine-month contracts rose by 8.7 percent; faculty on nine-month contracts in the State University System had the highest mean salary of the public institutional faculties; and faculty on nine-month contracts with the private state-aided institutions had the highest mean salary of the private college faculties; and fringe benefit expenditures increased 10.1 percent over the previous year amount. (SW)

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Pennsylvania Department of Education  
333 Market Street  
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#### HIGHLIGHTS

The 1983-84 data on salaries and fringe benefits for full-time instructional faculty indicate that:

- \* during the past ten years the mean salary for selected faculty ranks on nine-month contracts rose by 80.1 percent.
- \* since the 1982-83 academic year the mean salary for selected faculty ranks on nine-month contracts rose by 8.7 percent.
- \* faculty employed on nine-month contracts in the State University System had the highest mean salary (\$29,676) of the public institutional faculties.
- \* faculty employed on nine-month contracts by the private state-aided institutions had the highest mean salary (\$35,735) of the private institutional faculties.
- \* a total of 150.2 million dollars was spent on fringe benefits for full-time instructional faculty on nine- or twelve-month contracts. This is an increase of 10.1 percent over last year's reported dollar amount.

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## INTRODUCTION

"Higher Education Faculty and Staff, 1983-84" is one in a series of publications containing statistical summaries related to basic education, higher education, and vocational education in Pennsylvania. The data contained in this publication reflects current year figures as well as trends on a variety of selected topics. In many instances, more detailed data is available.

Requests for more detailed data and questions or comments about the data should be addressed to the Pennsylvania Department of Education, Division of Data Services, 333 Market Street, Harrisburg, PA 17126-0333 (Phone 717-787-2644).

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Sources: Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty, 1983-84 (ED-2300-3)

TABLE 1

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED  
ON A CONTRACT OF 9 MONTHS FOR SELECTED RANKS BY TYPE  
OF INSTITUTIONAL CONTROL, 1974-75 THROUGH 1983-84<sup>1/</sup>

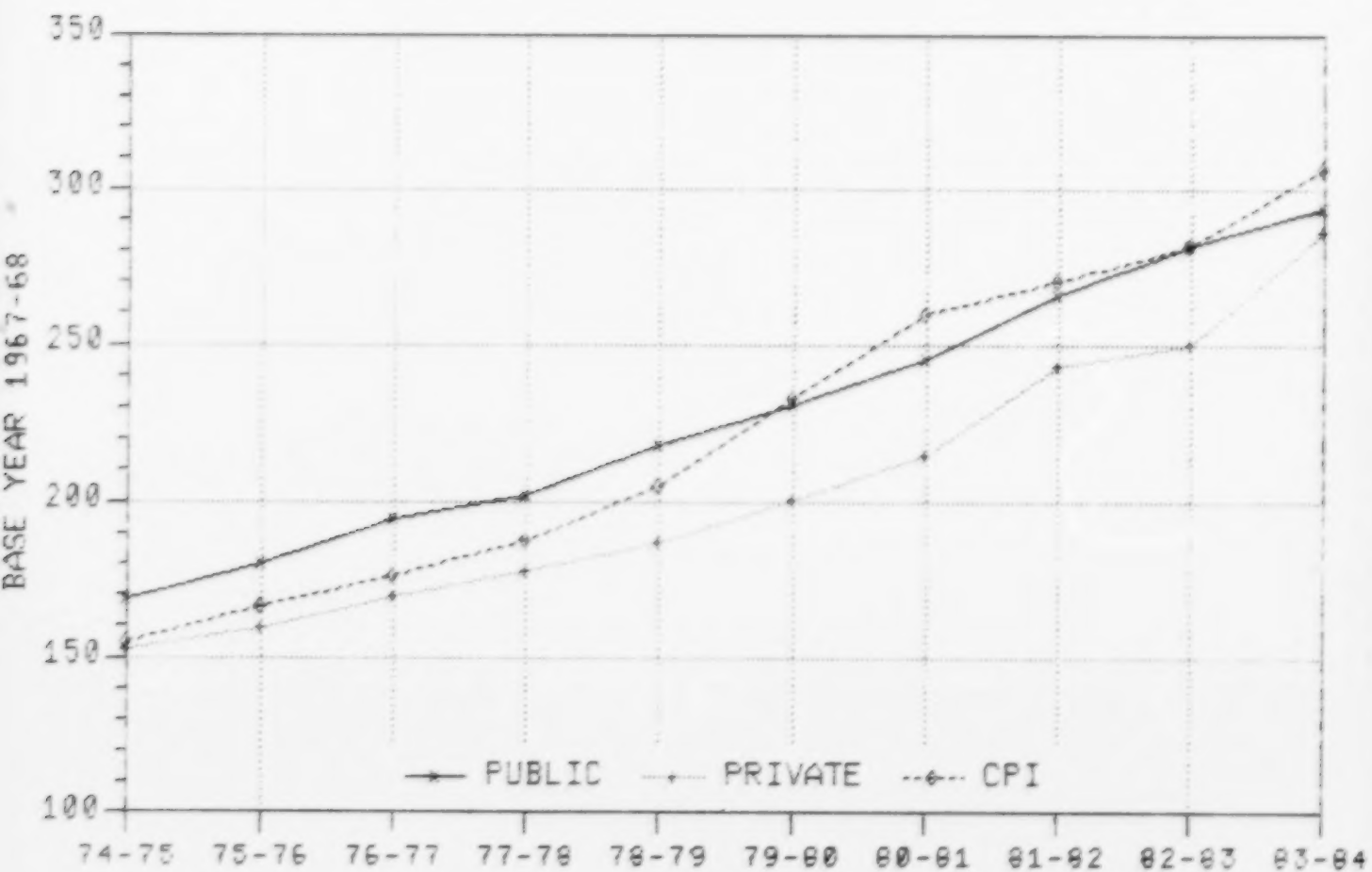
|         | Total    | Public   | Private <sup>2/</sup> |
|---------|----------|----------|-----------------------|
| 1974-75 | \$16 213 | \$16 630 | \$15 817              |
| 1975-76 | 17 164   | 17 738   | 16 498                |
| 1976-77 | 18 433   | 19 202   | 17 505                |
| 1977-78 | 19 231   | 19 932   | 18 401                |
| 1978-79 | 20 540   | 21 480   | 19 377                |
| 1979-80 | 21 834   | 22 780   | 20 780                |
| 1980-81 | 23 273   | 24 168   | 22 210                |
| 1981-82 | 25 735   | 26 232   | 25 143                |
| 1982-83 | 26 855   | 27 773   | 25 765                |
| 1983-84 | 29 192   | 28 936   | 29 493                |

<sup>1/</sup> The selected ranks are professor, associate professor, assistant professor, and instructor.

<sup>2/</sup> Excludes specialized associate degree-granting institutions.

The mean salaries of full-time instructional faculty on contracts of 9 months for selected ranks and selected institutions increased by 80.1 percent from 1974-75 to 1983-84. For the public sector, the mean salaries rose by 74.0 percent over this period. Private sector salaries increased at a faster rate, 86.5 percent; with the 1983-84 mean salary increasing 14.5 percent over 1982-83.

FIGURE 1  
INDEX OF MEAN SALARIES OF FULL-TIME FACULTY ON 9-MONTH CONTRACTS  
VS. THE CONSUMER PRICE INDEX, 1974-75 THROUGH 1983-84



NOTE: Includes prof, assoc prof, assist prof, and inst salaries

TABLE 2

FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED  
ON A CONTRACT OF 9 MONTHS, 1975-76 THROUGH 1983-84

(In Millions of Dollars)

|         | Total   | Retirement | Social Security | Medical/<br>Dental | All<br>Other |
|---------|---------|------------|-----------------|--------------------|--------------|
| 1975-76 | \$ 43.8 | \$22.7     | \$11.1          | \$ 4.6             | \$ 5.4       |
| 1976-77 | 52.3    | 26.0       | 12.9            | 6.3                | 7.1          |
| 1977-78 | 60.2    | 26.1       | 14.9            | 9.4                | 9.8          |
| 1978-79 | 70.3    | 30.3       | 16.7            | 11.3               | 12.0         |
| 1979-80 | 83.5    | 34.5       | 20.6            | 13.0               | 15.4         |
| 1980-81 | 93.9    | 38.1       | 23.3            | 15.5               | 17.0         |
| 1981-82 | 109.7   | 43.3       | 28.2            | 18.2               | 20.0         |
| 1982-83 | 116.8   | 48.4       | 28.6            | 21.5               | 18.3         |
| 1983-84 | 132.2   | 52.8       | 31.9            | 25.6               | 21.9         |

In 1975-76, 51.9 percent of the expenditures for fringe benefits for full-time instructional faculty employed on a contract of 9 months were for retirement plans. By 1983-84 retirement plans accounted for only 39.9 percent of these expenditures. Over the 1975-76 to 1983-84 period, medical/dental and "all other" benefits accounted for an increasingly larger portion of total fringe benefit costs. The all other category includes guaranteed disability income, tuition and housing plans, unemployment compensation taxes, group life insurance, workmen's compensation, and other benefits in kind with cash options.

For the 9-year period ending in 1983-84, expenditures for fringe benefits increased by more than 200 percent. By category, expenditures for retirement were up 132.6 percent, social security up 187.4 percent, medical/dental up 456.5 percent, and all other up 305.6 percent.

FIGURE 2  
 PERCENT OF FRINGE BENEFIT COSTS  
 FOR FULL-TIME INSTRUCTIONAL FACULTY  
 ON 9-MONTH CONTRACTS, 1975-76 AND 1983-84

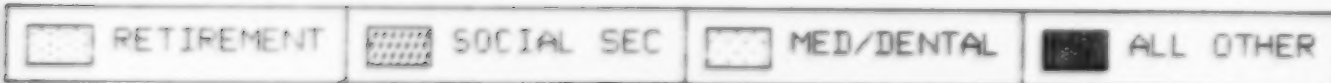
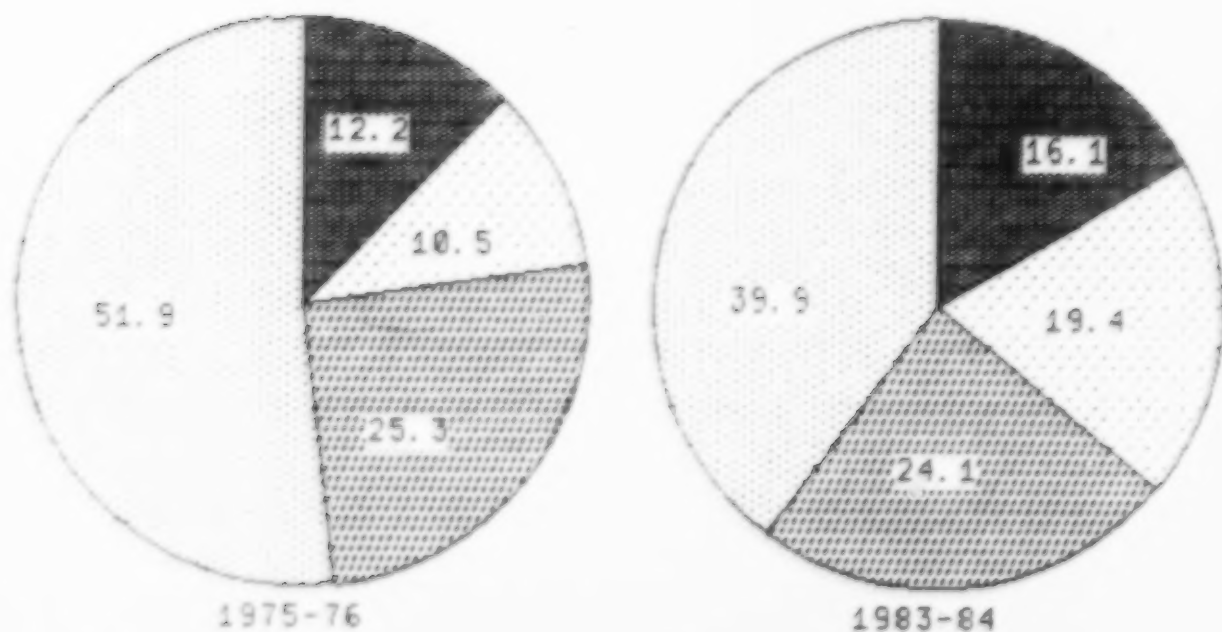


TABLE 3

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT  
OF 9 MONTHS FOR SELECTED RANKS BY SELECTED INSTITUTIONAL  
CATEGORIES, 1974-75 THROUGH 1983-84<sup>1/</sup>

|                                           | \$ , 1974-75 | \$ , 1975-76 | \$ , 1976-77 | \$ , 1977-78 | \$ , 1978-79 |
|-------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Total, All Institutions                   | \$16 213     | \$17 164     | \$18 433     | \$19 231     | \$20 540     |
| Total, Public Institutions                | 16 630       | 17 738       | 19 202       | 19 932       | 21 480       |
| State Universities                        | 18 605       | 19 406       | 21 016       | 21 409       | 23 240       |
| State-Related Commonwealth Universities   | 14 397       | 17 300       | 18 577       | 19 743       | 21 115       |
| Community Colleges                        | 13 381       | 14 508       | 15 745       | 16 825       | 17 928       |
| Total, Private Institutions <sup>2/</sup> | 15 817       | 16 498       | 17 505       | 18 401       | 19 377       |

|                                           | \$ , 1979-80 | \$ , 1980-81 | \$ , 1981-82 | \$ , 1982-83 | \$ , 1983-84 |
|-------------------------------------------|--------------|--------------|--------------|--------------|--------------|
| Total, All Institutions                   | \$21 834     | \$23 273     | \$25 735     | \$26 855     | \$29 192     |
| Total, Public Institutions                | 22 780       | 24 168       | 26 232       | 27 773       | 28 936       |
| State Universities                        | 24 886       | 26 181       | 27 778       | 29 128       | 29 676       |
| State-Related Commonwealth Universities   | 22 186       | 24 045       | 26 183       | 27 834       | 29 520       |
| Community Colleges                        | 18 980       | 18 758       | 22 475       | 24 237       | 25 940       |
| Total, Private Institutions <sup>2/</sup> | 20 780       | 22 210       | 25 143       | 25 765       | 29 493       |

<sup>1/</sup> The selected ranks are professor, associate professor, assistant professor, and instructor.

<sup>2/</sup> Excludes specialized associate degree-granting institutions.

TABLE 4

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY BY CONTRACT,  
LENGTH AND RANK BY INSTITUTIONAL CATEGORY, 1963-64

|                                                    | ALL RANKS |             |           |             | PROFESSOR |             |           |             | ASSOCIATE PROFESSOR |             |           |             |
|----------------------------------------------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|---------------------|-------------|-----------|-------------|
|                                                    | 9 Months  |             | 12 Months |             | 9 Months  |             | 12 Months |             | 9 Months            |             | 12 Months |             |
|                                                    | Number    | Mean Salary | Number    | Mean Salary | Number    | Mean Salary | Number    | Mean Salary | Number              | Mean Salary | Number    | Mean Salary |
| All Institutions                                   | 18 056    | \$28 996    | 2 538     | \$30 710    | 5 504     | \$38 309    | 605       | \$47 128    | 5 530               | \$28 520    | 539       | \$36 010    |
| State Universities                                 | 4 097     | 29 876      | 7         | 36 969      | 1 502     | 35 497      | 3         | 47 015      | 1 442               | 29 214      | 1         | 36 734      |
| State-Related Commonwealth Universities            | 3 822     | 29 317      | 1 308     | 38 639      | 1 022     | 41 029      | 465       | 50 536      | 1 109               | 29 689      | 407       | 37 789      |
| Community Colleges                                 | 1 760     | 25 835      | 111       | 26 645      | 440       | 29 549      | 10        | 36 448      | 620                 | 28 885      | 10        | 32 942      |
| Private State-Aided Institutions                   | 1 820     | 35 735      | 82        | 33 925      | 631       | 46 722      | 15        | 46 300      | 450                 | 31 634      | 24        | 36 289      |
| Private Colleges and Universities                  | 6 382     | 28 185      | 248       | 30 396      | 1 859     | 38 412      | 68        | 41 855      | 1 855               | 27 360      | 66        | 36 751      |
| Theological Seminaries                             | 51        | 26 271      | 79        | 21 382      | 30        | 28 836      | 43        | 22 001      | 10                  | 23 266      | 17        | 23 714      |
| Private Junior Colleges                            | 208       | 17 299      | 13        | 18 138      | 20        | 23 816      | 1         | 21 202      | 52                  | 19 240      | 8         | 21 815      |
| Specialized Associate Degree-Granting Institutions | 116       | 14 973      | 690       | 17 303      | -         | -           | -         | -           | -                   | -           | 5         | 14 737      |

|                                                    | ASSISTANT PROFESSOR |             |           |             | INSTRUCTOR |             |           |             | LECTURER |             |           |             |
|----------------------------------------------------|---------------------|-------------|-----------|-------------|------------|-------------|-----------|-------------|----------|-------------|-----------|-------------|
|                                                    | 9 Months            |             | 12 Months |             | 9 Months   |             | 12 Months |             | 9 Months |             | 12 Months |             |
|                                                    | Number              | Mean Salary | Number    | Mean Salary | Number     | Mean Salary | Number    | Mean Salary | Number   | Mean Salary | Number    | Mean Salary |
| All Institutions                                   | 5 253               | \$23 385    | 301       | \$28 519    | 1 494      | \$17 847    | 801       | \$18 102    | 128      | \$16 479    | 102       | \$22 561    |
| State Universities                                 | 959                 | 23 483      | 1         | 31 983      | 194        | 18 657      | 2         | 23 509      | -        | -           | -         | -           |
| State-Related Commonwealth Universities            | 1 214               | 23 582      | 226       | 29 814      | 408        | 17 896      | 121       | 21 645      | 62       | 18 818      | 33        | 28 491      |
| Community Colleges                                 | 503                 | 23 944      | 42        | 27 288      | 180        | 19 443      | 35        | 20 499      | 17       | 15 069      | 6         | 22 714      |
| Private State-Aided Institutions                   | 506                 | 26 748      | 33        | 29 941      | 31         | 19 532      | 7         | 23 150      | -        | -           | -         | -           |
| Private Colleges and Universities                  | 2 110               | 22 446      | 62        | 26 006      | 565        | 17 834      | 39        | 20 315      | 41       | 19 971      | -         | -           |
| Theological Seminaries                             | 9                   | 21 498      | 12        | 20 348      | 1          | 18 900      | 4         | 12 000      | 1        | 29 692      | 1         | 16 250      |
| Private Junior Colleges                            | 52                  | 17 308      | 4         | 21 025      | 63         | 14 629      | 7         | 15 526      | 1        | 11 000      | -         | -           |
| Specialized Associate Degree-Granting Institutions | -                   | -           | 1         | 21 000      | 112        | 15 097      | 586       | 17 074      | 4        | 11 495      | 62        | 20 556      |

|                                                    | UNDESIGNATED RANK |             |           |             |
|----------------------------------------------------|-------------------|-------------|-----------|-------------|
|                                                    | 9 Months          |             | 12 Months |             |
|                                                    | Number            | Mean Salary | Number    | Mean Salary |
| All Institutions                                   | 41                | \$14 034    | 110       | \$21 386    |
| State Universities                                 | -                 | -           | -         | -           |
| State-Related Commonwealth Universities            | 7                 | 13 663      | 56        | 25 527      |
| Community Colleges                                 | -                 | -           | -         | -           |
| Private State-Aided Institutions                   | 2                 | 16 450      | 3         | 22 733      |
| Private Colleges and Universities                  | 12                | 13 181      | 13        | 19 836      |
| Theological Seminaries                             | -                 | -           | 2         | 15 750      |
| Private Junior Colleges                            | 20                | 14 434      | -         | -           |
| Specialized Associate Degree-Granting Institutions | -                 | -           | 26        | 15 706      |

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

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TABLE 5

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 9 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1983-84

|                                                    | ALL RANKS |             |        |             | PROFESSOR |             |        |             | ASSOCIATE PROFESSOR |             |        |             |
|----------------------------------------------------|-----------|-------------|--------|-------------|-----------|-------------|--------|-------------|---------------------|-------------|--------|-------------|
|                                                    | Men       |             | Women  |             | Men       |             | Women  |             | Men                 |             | Women  |             |
|                                                    | Number    | Mean Salary | Number | Mean Salary | Number    | Mean Salary | Number | Mean Salary | Number              | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 13 567    | \$30 657    | 4 489  | \$23 973    | 4 856     | \$39 026    | 648    | \$32 937    | 4 355               | \$28 884    | 1 183  | \$27 180    |
| State Universities                                 | 3 163     | 30 466      | 934    | 27 003      | 1 317     | 35 502      | 185    | 35 461      | 1 156               | 29 281      | 286    | 28 942      |
| State-Related Commonwealth Universities            | 2 989     | 30 851      | 833    | 23 814      | 916       | 41 730      | 106    | 34 977      | 917                 | 29 910      | 192    | 28 634      |
| Community Colleges                                 | 1 103     | 26 788      | 657    | 24 235      | 321       | 30 026      | 119    | 28 261      | 384                 | 27 478      | 236    | 25 920      |
| Private State-Aided Institutions                   | 1 310     | 37 479      | 310    | 28 365      | 586       | 47 129      | 45     | 41 427      | 366                 | 31 862      | 84     | 30 641      |
| Private Colleges and Universities                  | 4 802     | 30 152      | 1 580  | 22 207      | 1 672     | 39 518      | 187    | 30 509      | 1 492               | 27 817      | 363    | 25 483      |
| Theological Seminaries                             | 47        | 26 406      | 4      | 24 685      | 29        | 28 973      | 1      | 24 840      | 8                   | 22 345      | 2      | 26 950      |
| Private Junior Colleges                            | 90        | 18 270      | 118    | 16 558      | 15        | 23 894      | 5      | 23 583      | 32                  | 19 270      | 20     | 19 192      |
| Specialized Associate Degree-Granting Institutions | 63        | 16 438      | 53     | 13 229      | -         | -           | -      | -           | -                   | -           | -      | -           |

|                                                    | ASSISTANT PROFESSOR |             |        |             | INSTRUCTOR |             |        |             | LECTURER |             |        |             |
|----------------------------------------------------|---------------------|-------------|--------|-------------|------------|-------------|--------|-------------|----------|-------------|--------|-------------|
|                                                    | Men                 |             | Women  |             | Men        |             | Women  |             | Men      |             | Women  |             |
|                                                    | Number              | Mean Salary | Number | Mean Salary | Number     | Mean Salary | Number | Mean Salary | Number   | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 3 537               | \$24 097    | 1 816  | \$21 998    | 745        | \$18 692    | 749    | \$17 007    | 62       | \$20 892    | 64     | \$16 141    |
| State Universities                                 | 588                 | 23 597      | 371    | 23 303      | 102        | 18 452      | 92     | 18 885      | -        | -           | -      | -           |
| State-Related Commonwealth Universities            | 888                 | 24 145      | 326    | 22 048      | 228        | 18 964      | 180    | 16 543      | 34       | 20 949      | 28     | 16 231      |
| Community Colleges                                 | 284                 | 24 775      | 219    | 22 866      | 110        | 20 442      | 70     | 17 874      | 4        | 18 176      | 13     | 14 113      |
| Private State-Aided Institutions                   | 342                 | 27 795      | 164    | 24 564      | 14         | 19 916      | 17     | 19 215      | -        | -           | -      | -           |
| Private Colleges and Universities                  | 1 411               | 23 346      | 699    | 20 628      | 205        | 18 542      | 300    | 17 350      | 22       | 21 323      | 19     | 18 405      |
| Theological Seminaries                             | 8                   | 21 686      | 1      | 20 000      | 1          | 18 900      | -      | -           | 1        | 29 692      | -      | -           |
| Private Junior Colleges                            | 16                  | 16 223      | 36     | 17 790      | 23         | 15 127      | 40     | 14 343      | -        | -           | 1      | 11 000      |
| Specialized Associate Degree-Granting Institutions | -                   | -           | -      | -           | 62         | 16 518      | 50     | 13 334      | 1        | 11 550      | 3      | 11 477      |

|                                                    | UNDESIGNATED RANK |             |        |             |
|----------------------------------------------------|-------------------|-------------|--------|-------------|
|                                                    | Men               |             | Women  |             |
|                                                    | Number            | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 12                | \$14 861    | 29     | \$13 692    |
| State Universities                                 | -                 | -           | -      | -           |
| State-Related Commonwealth Universities            | 6                 | 13 940      | 1      | 12 000      |
| Community Colleges                                 | -                 | -           | -      | -           |
| Private State-Aided Institutions                   | 2                 | 16 450      | -      | -           |
| Private Colleges and Universities                  | -                 | -           | 12     | 13 181      |
| Theological Seminaries                             | -                 | -           | -      | -           |
| Private Junior Colleges                            | 4                 | 15 448      | 16     | 14 181      |
| Specialized Associate Degree-Granting Institutions | -                 | -           | -      | -           |

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 6

MEAN SALARIES OF FULL-TIME INSTRUCTIONAL FACULTY EMPLOYED ON A CONTRACT OF 12 MONTHS BY RANK AND SEX BY INSTITUTIONAL CATEGORY, 1983-84

|                                                    | ALL RANKS |             |        |             | PROFESSOR |             |        |             | ASSOCIATE PROFESSOR |             |        |             |
|----------------------------------------------------|-----------|-------------|--------|-------------|-----------|-------------|--------|-------------|---------------------|-------------|--------|-------------|
|                                                    | Men       |             | Women  |             | Men       |             | Women  |             | Men                 |             | Women  |             |
|                                                    | Number    | Mean Salary | Number | Mean Salary | Number    | Mean Salary | Number | Mean Salary | Number              | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 1 874     | \$32 917    | 664    | \$24 480    | 547       | \$47 489    | 58     | \$43 727    | 424                 | \$36 583    | 115    | \$33 898    |
| State Universities                                 | 5         | 42 352      | 2      | 23 509      | 3         | 47 015      | -      | -           | 1                   | 38 734      | -      | -           |
| State-Related Commonwealth Universities            | 1 036     | 40 425      | 272    | 31 836      | 423       | 50 902      | 42     | 46 850      | 326                 | 38 059      | 81     | 36 7        |
| Community Colleges                                 | 44        | 28 452      | 67     | 25 459      | 5         | 36 216      | 5      | 36 679      | 9                   | 36 047      | 9      | 29 876      |
| Private State-Aided Institutions                   | 68        | 34 692      | 14     | 30 198      | 14        | 46 993      | 1      | 36 600      | 21                  | 36 292      | 3      | 35 630      |
| Private Colleges and Universities                  | 169       | 32 801      | 79     | 25 251      | 59        | 42 693      | 9      | 36 361      | 48                  | 31 995      | 18     | 27 433      |
| Theological Seminaries                             | 76        | 21 538      | 3      | 17 417      | 43        | 22 001      | -      | -           | 17                  | 23 716      | -      | -           |
| Private Junior College                             | 8         | 17 037      | 5      | 19 900      | -         | -           | 1      | 21 202      | 1                   | 21 815      | -      | -           |
| Specialized Associate Degree-Granting Institutions | 468       | 18 518      | 222    | 14 745      | -         | -           | -      | -           | 1                   | 17 836      | 4      | 13 962      |

|                                                    | ASSISTANT PROFESSOR |             |        |             | INSTRUCTOR |             |        |             | LECTURER |             |        |             |
|----------------------------------------------------|---------------------|-------------|--------|-------------|------------|-------------|--------|-------------|----------|-------------|--------|-------------|
|                                                    | Men                 |             | Women  |             | Men        |             | Women  |             | Men      |             | Women  |             |
|                                                    | Number              | Mean Salary | Number | Mean Salary | Number     | Mean Salary | Number | Mean Salary | Number   | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 255                 | \$28 733    | 126    | \$28 085    | 521        | \$18 916    | 280    | \$16 587    | 57       | \$25 001    | 45     | \$19 469    |
| State Universities                                 | 1                   | 31 983      | -      | -           | -          | -           | 2      | 23 509      | -        | -           | -      | -           |
| State-Related Commonwealth Universities            | 158                 | 29 953      | 68     | 29 492      | 62         | 22 747      | 59     | 20 488      | 21       | 30 276      | 12     | 19 866      |
| Community Colleges                                 | 19                  | 27 596      | 23     | 27 033      | 9          | 19 410      | 26     | 20 877      | 2        | 23 675      | 4      | 22 233      |
| Private State-Aided Institutions                   | 25                  | 30 171      | 8      | 29 224      | 6          | 23 258      | 1      | 22 500      | -        | -           | -      | -           |
| Private Colleges and Universities                  | 37                  | 26 705      | 25     | 24 971      | 18         | 20 244      | 21     | 20 376      | -        | -           | -      | -           |
| Theological Seminaries                             | 11                  | 20 061      | 1      | 23 500      | 4          | 12 000      | -      | -           | -        | -           | 1      | 16 250      |
| Private Junior Colleges                            | 3                   | 18 033      | 1      | 30 000      | 4          | 15 095      | 3      | 16 100      | -        | -           | -      | -           |
| Specialized Associate Degree-Granting Institutions | 1                   | 21 000      | -      | -           | 418        | 18 321      | 168    | 13 971      | 34       | 21 820      | 28     | 19 020      |

|                                                    | UNDESIGNATED RANK |             |        |             |
|----------------------------------------------------|-------------------|-------------|--------|-------------|
|                                                    | Men               |             | Women  |             |
|                                                    | Number            | Mean Salary | Number | Mean Salary |
| All Institutions                                   | 70                | 22 732      | 40     | 19 032      |
| State Universities                                 | -                 | -           | -      | -           |
| State-Related Commonwealth Universities            | 46                | 25 292      | 10     | 26 612      |
| Community Colleges                                 | -                 | -           | -      | -           |
| Private State-Aided Institutions                   | 2                 | 22 600      | 1      | 23 000      |
| Private Colleges and Universities                  | 7                 | 19 461      | 6      | 20 273      |
| Theological Seminaries                             | 1                 | 19 000      | 1      | 12 500      |
| Private Junior Colleges                            | -                 | -           | -      | -           |
| Specialized Associate Degree-Granting Institutions | 14                | 16 242      | 22     | 15 365      |

NOTE: This table does not include data relating to instructional faculty who teach preclinical or clinical medicine, who are members of a religious order, or who teach in the R.O.T.C. program.

TABLE 7

EXPENDITURES FOR FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY  
BY LENGTH OF CONTRACT BY TYPE OF BENEFIT, 1983-84

| Benefit                                  | 9-Month Contract |              | 12-Month Contract |              |
|------------------------------------------|------------------|--------------|-------------------|--------------|
|                                          | Number Covered   | Expenditures | Number Covered    | Expenditures |
| TOTAL, ALL FRINGE BENEFITS               | N/A              | 132 214 437  | N/A               | 17 993 611   |
| Retirement Plans--Vested Within 5 Years  | 11 897           | 32 223 177   | 1 280             | 4 387 070    |
| Retirement Plans--Vested After 5 Years   | 5 419            | 20 600 350   | 643               | 2 753 139    |
| Medical/Dental Plans                     | 17 239           | 25 588 937   | 2 317             | 3 432 070    |
| Guaranteed Disability Income Protection  | 11 182           | 1 821 668    | 1 332             | 249 687      |
| Tuition Plan                             | 4 825            | 10 264 436   | 712               | 1 231 501    |
| Housing Plan                             | 413              | 757 950      | 34                | 219 036      |
| Social Security Taxes                    | 17 727           | 31 942 643   | 2 441             | 4 388 598    |
| Unemployment Compensation Taxes          | 14 270           | 2 410 187    | 1 663             | 530 587      |
| Group Life Insurance                     | 17 324           | 2 489 088    | 2 173             | 394 885      |
| Workmen's Compensation                   | 17 072           | 3 409 903    | 2 388             | 386 559      |
| Other Benefits in Kind with Cash Options | 1 565            | 706 098      | 33                | 20 479       |